

Head of Engineering | CTO | Engineering Executive
+352 661 367 192 | antonenko.artem@gmail.com | linkedin.com/in/artem-antonenko-al | arTEM-antonenko.com
Luxembourg | EU Citizen | Open to relocation (EU / Global)

EXECUTIVE SUMMARY

Head of Engineering with 18+ years of experience scaling engineering organizations, modernizing delivery, and driving AI-first transformation across large enterprise portfolios. Led 100+ engineers and delivered platforms serving 50M+ daily users. Spearheaded AI adoption across 12 companies, enabling 500+ developers with agentic coding assistants, RAG knowledge systems, and AI-augmented SDLC practices, achieving 80% coding-time reduction and 2,000% ROI. Expert in engineering operations, distributed systems, cloud architecture, AI-enabled SDLC, and quality engineering. Builds resilient, data-driven delivery organizations and partners with executives to accelerate product velocity, improve reliability, and maximize AI investment impact.

CORE SKILLS

Leadership & Management: Team Scaling (6→100+ engineers), Cross-functional Leadership, Stakeholder Management, Agile Transformation, Delivery Culture Building, Performance Management, Technical Strategy, Architecture Governance, Budget Ownership, Security & Compliance Oversight (OWASP, GDPR)

Programming & Development: Java, PHP, Python, C++, JavaScript; Microservices, Domain-Driven Design (DDD), REST APIs, Distributed systems; Symfony, Spring Boot, Laravel, Phalcon, FastAPI, React, Angular

Infrastructure & DevOps: AWS, Azure, DigitalOcean; Docker, Kubernetes, Helm, Jenkins, GitLab CI, CircleCI, Trunk-based Development; ELK Stack, Grafana, Performance Tuning

Data & Messaging: MongoDB, MySQL, Redis, PostgreSQL; Kafka, RabbitMQ; ETL, Vector DBs

AI & Transformation: RAG-based AI, Agentic AI, AI Governance; Windsurf, Cursor, Claude Code, GitHub Copilot, Codex, Gemini CLI; Training Programs, ROI Optimization, Productivity Enhancement

Quality & Testing: TDD, ATDD, BDD, Shift-left Testing; Test Framework Development, Quality Engineering

Business & Strategy: ACSPO; Digital Transformation, GDPR Compliance; Brain-Based Conversation Skills®

EXECUTIVE EXPERIENCE

Head of Engineering & AI Transformation - Byborg Enterprises – Luxembourg

(Jul 2019 - Dec 2025)

Byborg Enterprises is a multinational technology group of 12 companies operating in media, entertainment, and digital platforms, leveraging AI to enhance productivity and power global live-streaming and creator ecosystems.

- Delivered enterprise-wide AI transformation across 12 companies, enabling 500+ engineers to use agentic coding assistants, RAG systems, and LLM-augmented SDLC workflows; drove 86% adoption, 80% coding-time reduction, 5–8× delivery acceleration, and 2,000% ROI.
- Standardized AI-driven engineering workflows (AI code review, architecture generation, automated documentation), boosting throughput and reducing defects by 30–40%.
- Launched RAG-powered internal knowledge hubs, cutting requirement-preparation time by 20% and increasing consistency in solution design across engineering.
- Implemented AI workflow automation (face/object recognition, text-to-SQL analytics), reducing moderation workload by 60% and BI workload by 40%, accelerating operational decision-making.
- Led architecture and AI design for Jasmin.ai, mentoring teams on RAG and prompt engineering, resulting in 1,000+ active users in the first month.
- Scaled engineering from 6 → 100+, establishing hiring frameworks, onboarding systems, and performance processes that improved retention by 15% and tripled successful-hire rate.
- Strengthened delivery operations via data-driven governance and iterative planning, improving release predictability by 25% and enabling higher cross-team velocity.
- Built a leadership pipeline of 18 emerging leaders, reducing dependencies on senior management and improving distributed ownership.
- Implemented architecture–roadmap governance, aligning innovation, technical debt, and product milestones to ensure continuous engineering output.

- Delivered a monolith → microservices migration, improving page-load performance by 40%, enabling 30+ parallel projects, and achieving 90% estimation accuracy using ML-based forecasting.
- Developed fractal architecture, enabling feature extraction in <5 days and accelerating capability delivery.
- Established TDD, ATDD, and shift-left QA, achieving a sustained zero-bug backlog and eliminating recurring production incidents.
- Architected high-scale systems for products serving 50M+ daily users, ensuring 400–500 RPS reliability across 30+ microservices.

Engineering Manager – BBH Stockholm (formerly REMIT), Stockholm, Sweden

(Oct 2017 - Jul 2019)

BBH Stockholm is a design-driven digital product and experience agency that partners with global brands to lead digital transformation initiatives through strategy, creativity, and technology.

- Architected Panini's eCommerce platform (Java, PHP, Kafka, AWS) for 30 + restaurants, delivering a microservice design integrated with Oracle POS that eliminated one-hour queues through online pre-ordering and rapid fulfilment.
- Served as Lead Architect for MyVolvo, building a post-purchase service platform with mobile + Apple Watch integration; boosted feature-delivery 50 % and cut bugs 80 % via modular architecture and TDD.
- Delivered a site-creation pipeline for Hilton and Sheraton, partnering with New York teams to reduce build time and cost > 60 % per property.
- Led distributed backend teams across 9 countries, ensuring 24/7 delivery and high-availability releases for global enterprise clients.

Senior Web Developer – Oracle, Ukraine

(May 2016 - Nov 2017)

Oracle Field Service Cloud (SaaS) is Oracle's enterprise-grade field service management platform that uses AI-driven forecasting and routing to optimize workforce productivity and real-time customer engagement for global enterprises.

- Architected and optimized Oracle Field Service SaaS applications (PHP, Java, C++) for clients including BOSCH, AT&T, and Vodafone, introducing modular architecture and Docker containerization that boosted scalability and routing 80% and accelerated delivery 30%.
- Embedded TDD and built a custom API-testing framework, cutting feature-delivery time 30%, reducing test effort 35%, and establishing quality standards later adopted company-wide.

EARLIER CAREER

Team Lead | Software Engineer: Led development of distributed ERP systems, e-commerce platforms

Commercial Lead: Built CRM systems, led business development initiatives and led business-process re-engineering.

EDUCATION & CERTIFICATIONS

- AI Strategy, MIT Sloan Executive Education - 2025
- Agentic AI, DeepLearning.AI (Andrew Ng), RAG, DeepLearning.AI – 2025
- Software Design Masterclass (Eric Evans, DDD Academy) - 2024
- MSc, Aircraft Engineering – National Aerospace University (Ukraine)
- Advanced CSPO, unFIX, AI Governance, Kubernetes, ITIL - 2020-2024

COMMUNITY & LEADERSHIP

- International speaker (Codeld, Byborg Summit, MobDev, others).
- Open-source contributor: DDD Skeleton(100+ GitHub stars), RocketTest.
- Founder of AI/Architecture knowledge-sharing Telegram channel.
- Board Member at LUkraine; mentor and coach.

LANGUAGES

English (Proficient) | Ukrainian, Russian (Native) | French, Luxembourgish (Basic)

